**Name - \_\_\_Justin Wagner\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Identify key questions you might use in your coaching conversation.*

|  |  |
| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Type of Coaching Conversation * Directive/ Instructional * Collaborative * Facilitative/ Supportive | * Which type of Coaching Conversation is being planned? * Collaborative |
| * Purpose of the Coaching Conversation | * Assisting a teacher through a difficult personal and professional period in their career |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * How can I help a teacher understand that they need professional help * How can I help a teacher understand that they are losing enrollment in their program and help them understand the students are losing their trust? |
| * *Reflective Questions* * The “what about the what” * Emotional | * Has the teacher noticed any differences in the students recently in their class * A student survey may help give the students a voice and help the teacher understand where things are at. |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * *How many students have signed up for your classes for next year?* * *What were the results on the student’s survey?* * *Are there any other indicators of how things are going in your class?* |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * Student survey * Daily classroom observations |
| * *Based on the Decision, what are the responsibilities of the administrator?*   *This area will be completed after the conversation – to summarize the “next steps” of the administrator.* | To ensure that the teacher understands the severity of the situation. The teacher is not organized, students feel the teacher is sarcastic at times and some say they will not take this course again next year. Making sure the students voices are being heard and to give the teacher every opportunity to be successful. |
| * *Based on the Decision, what are my responsibilities?*   *This area will be completed after the conversation – to summarize the “next steps” and responsibilities of the coach.* | * *Same as above.* |
|  |  |

**Reflection on the Coaching Conversation**

**Name: Justin Wagner**

**Date: 3/10/10**

**Type of Coaching Conversation: Directive/Supportive Collaborative Facilitative/Supportive**

**Collaborative**

**Reflect on the coaching conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

**It really helped me focus. This conversation was quite difficult because the teacher does not understand he is struggling and that the students are not respecting him. The pre-planning ORID questions allowed me to help keep the conversation as collaborative in nature, rather than becoming frustrated by the teacher’s lack of understanding and situational awareness.**

**What was most challenging for you during the conversation? Most pleasing?**

**Staying non-emotional as the teacher blamed everyone except himself for his program struggling. The most pleasing, oddly enough, was simply to have the conversation. The situation had been building and was getting very complex, so starting the process by talking was a good and relieving first step.**

**What might be some things you would do differently/the same in your next conversation?**

**Be even more direct. I intended to make the conversation to be collaborative in nature, but the teacher took little responsibility and even through the most creative collaboratively directed questions, it did little to help the teacher.**

**What techniques will you specifically address in your next coaching conversation?**

**Being more directive in this situation. I do hope that eventually the teacher will take responsibility for the situation that has been created. I will look eagerly for an opportunity to direct the questioning of our future meetings to be collaborative in nature.**